

# Department of Agriculture Facts – FY '08

http://www.agriculture.state.ia.us/



## General Information

**Address:** Wallace Building  
502 East Ninth  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 392	# PT EEs: 1	# Temporary EEs: 32	Average Length of Service: 14.82
---------------	-------------	---------------------	----------------------------------

Span of Control: N/A	% Performance Evaluations Completed: 56%	Total Unemployment Insurance Claims: 7
----------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	153	<25	0	45-54	8	# of Females:	185	# of Males:	207
25-34	40	55-64	115	25-34	2	55-64	18	% of WF:	47.19%	% of WF:	52.81%
35-44	70	65+	12	35-44	3	65+	1	Average Age:	49.07	Average Age:	49.85
Employee Average Age: 49.48				Supervisor Average Age: 53.53				Average Length of Service: 15.05		Average Length of Service: 14.61	

Minorities	Breakout of Minorities	Non-minorities
# of Minorities: 9	# of African-American: 3	# of Non-minorities: 377
% of Workforce: 2.30%	# of Asian: 4	% of Workforce: 96.17%
Average Age: 43.79	# of American Indian: 1	Average Age: 49.69
Average Length of Service: 9.39	# of Hispanic or Latino: 1	Average Length of Service: 15.08

Persons With Disabilities	Persons With Non-Disabilities
# of Persons With Disabilities: 23	# of Persons With Non-Disabilities: 346
% of Workforce: 5.87%	% of Workforce: 88.27%
Average Age: 55.62	Average Age: 49.09
Average Length of Service: 20.67	Average Length of Service: 14.29

Officials/Administrators EEO Category 1: 29	Professionals EEO Category 2: 118	Technicians EEO Category 3: 131	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 113	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.25%	Hire Rate: 8.92%	Number Hires: 30	Transfer In: 4
Retirements: 6	All Terminations: 6	Voluntary Quits: 6	Transfer Out: 2

# of Classes Used: 62	Most Populous Classes: Secretary 2 (105), Soil Conservation Tech 3 (26), Meat Inspector (21)
Separations - By Class:	Secretary 2 (6), Administrative Assistant 2 (2), Program Planner 3 (2), Soil Conservation Tech 3 (2)
# Eligible for Retirement:	108 in the next 5 years   % Eligible: 27.55%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$77,771.94	Sick Leave Payouts: \$19,232.18	Annual Payroll: \$19,019,794.64	Avg. Base Salary: \$48,029	Overtime Days Worked: 63.8
Overtime Cost: \$15,566.70	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$4,800.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$22,047.52	Vacation Pay - Earned Value: \$1,519,584.21	Vacation Days Earned: 8,034.1	Vacation Used Expense: \$1,442,507.39	Vacation Days Taken: 7,648.1
Workers' Comp Days Used: 354	Sick Leave Days Earned: 6,142.5  Sick Leave -Earned Value: \$1,095,737.43	Reg. Sick Leave Used Expense: \$543,620.96	Reg. Sick Leave Days Used: 3,064.9  Avg. Sick Leave Days Per EE: 7.82	Converted Sick Leave To Vacation Days Used: 867.8  Converted Sick Leave To Vacation Used Expense: \$175,380.86
Injury Leave Used Expense: \$741.76	Injury Leave Days Used: 4.6	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 10 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$58,864.00	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$31,443.89	Funeral Days Used: 178.2	Extraordinary Pay: \$5,932.80		
Jury Leave Used Expense: \$4,746.20	Jury Leave Days Used: 25.1	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

<b>Females:</b> Current Year (FY '09) RUU: 25 Current Year (FY '09) Goal: 8 Goal Achievement (FY '08): No, -1/25	<b>Minorities:</b> Current Year (FY '09) RUU: 3 Current Year (FY '09) Goal: 3 Goal Achievement (FY '08): No, 2/5	<b>PWD:</b> Year (FY '09) RUU: 18 Current Year (FY '09) Goal: 4 Goal Achievement (FY '08): No, 0/18
--	--	---

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 3, 2009